
	<b>Position Title:</b> Specialist Family Violence Senior Supervisory Practitioner – Access & Tenancy	<b>Team:</b> Northern Specialist Family Violence Service	
	<b>Band:</b> B	<b>Salary:</b> SCHCADS Level 6	<b>Date:</b> July 2020

OUR VISION AND PURPOSE	ROLE CONTEXT
<p><b>We believe children, young people and families should be safe, thriving and hopeful.</b></p> <p><b>Our Vision for 2022: Together we will courageously change lives and reimagine service systems.</b></p> <p>For over 140 years, Berry Street has adapted to a changing world, and we will continue to adapt to achieve our purpose.</p> <p>Berry Street will continue to be a strong and independent voice for the children, young people and families with whom we work. In collaboration with others, we will advocate for investment in early intervention and prevention services that enable families to be safe and stay together. We will use approaches that are culturally safe and informed by the best evidence available. We will measure and learn from the impact of our work, and we will continually contemporise our models of practice.</p> <p><b>We look forward to working with children, young people, families, carers, staff and partners to achieve this vision. Together.</b></p>	<p>The Northern Specialist Family Violence Service (NSFVS) is the lead provider for the integrated family violence service system in the Northern Metropolitan sub-region. The NSFVS provides support services to victim survivors of family violence and their children inclusive of cis gendered heterosexual women and, their children; this includes people from the Lesbian, Gay, Bisexual, Transgender, Intersex and Queer Community (LGBTIQ+) through a range of specialist family violence programs. The service aims to support victim survivors and their children to remain safely within their community and maintain a life free of violence while also addressing the emotional and practical needs and issues arising from the violence.</p>
OUR VALUES	PRIMARY OBJECTIVES OF THE ROLE
<p><b>We expect all staff to apply these Values in all aspects of their work.</b></p> <p><b>Courage:</b> to never give up, maintain hope and advocate for a ‘fair go’</p> <p><b>Integrity:</b> to be true to our word</p> <p><b>Respect:</b> to acknowledge each person’s culture, traditions, identity, rights, needs and aspirations</p> <p><b>Accountability:</b> to constantly look at how we can improve, using knowledge and experience of what works, and ensure that all our resources and assets are used in the best possible way</p> <p><b>Working Together:</b> to work with our clients, each other and our colleagues to share knowledge, ideas, resources and skills</p>	<p>The Specialist Family Violence Senior Supervisory Practitioner – Access &amp; Tenancy will provide specialist case management to victim survivors of FV and their children with the focus of securing and sustaining tenancies and long-term affordable housing. This role facilitates access to housing information for victim survivors of FV and their children through a range of supportive interventions in response to incoming referrals. This role is expected to be assessing family violence risk to victim survivors of FV and their children, working with victim survivors in developing safety plans and providing case management.</p> <p>A primary focus of this role is managing stakeholder relationships with external housing providers through membership of various networks including the Local Area Service Network (LASN) and working groups.</p> <p>In addition, the role provides housing information and referrals for victim survivors of FV and their children and secondary consultation to the family violence team. This role holds an active case load of victim survivors and their children whom are in conditional tenancy arrangements through community, social and public housing providers.</p> <p>This role is a senior position and will include a supervisory responsibility for an Access &amp; Tenancy Practitioner within the team.</p>
OUR VALUES	REPORTING RELATIONSHIPS
	<p>This role is based at our Eglemont Office in Berry Street’s Northern Region, Wurundjeri Country.</p> <p>This role reports to the Family Violence Practice Development Leader who will provide supervision and review and has one direct report.</p>

## EXPECTATIONS

- Conduct oneself in accordance with the Berry Street Code of Conduct which is underpinned by the values of accountability, courage, integrity, respect and working together within the principles of continuous improvement and occupational health and safety.
- Berry Street is committed to service delivery that prioritises diversity and inclusion. We aim to ensure every individual is treated with dignity and respect regardless of their cultural background, ability, ethnicity, gender identity, sexual orientation, spirituality or religion.
- Berry Street is committed to being a child safe, child friendly and child empowering organisation. In everything we do we seek to protect children. We are committed to the cultural safety of Aboriginal and Torres Strait Islander children; children from culturally and/or linguistically diverse backgrounds; children with a disability; children who identify with a sexual and or gender minority identity.

## KEY SELECTION CRITERIA: KNOWLEDGE, SKILLS AND ABILITIES REQUIRED TO FULFIL THE ROLE

- Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practising and promoting self-care strategies.
- Demonstrated knowledge and understanding of the gendered nature of family violence and the ability to articulate a feminist practice framework, including the impact on women and children.
- Undertake advocacy work with public, private and community housing providers and other key government and non-government agencies to achieve sustainable, long-term and safe housing outcomes for families and children.
- Demonstrated ability to reflect on and analyse complex situations arising from immediate family violence need with a capacity to adapt, support and manage change.
- Knowledge of the Family Violence Protection Act 2008, Child Youth and Families Act and the Multi Agency Risk Assessment and Management Framework (MARAM).
- An ability to navigate and advocate within various service systems utilising the MARAM framework including Victoria Police, the court system, community corrections and child protection.
- A capacity to engage with women and children who are experiencing multiple and complex vulnerabilities, including managing challenging situations.
- A capacity to assist multiple service systems to pivot to the perpetrator and hold them accountable for their use of violence.

## QUALIFICATIONS AND OTHER REQUIREMENTS

- A tertiary qualification (minimum Bachelor level) in Social Work, Psychology, Welfare or related discipline.
- An understanding of the Family Violence Information Sharing Scheme (FVISS) Part 5A of the Family Violence Protection Act 2008 and the Children's Information Sharing Scheme (CISS) Part 6A of the Child Wellbeing and Safety Act 2005.
- Staff must hold a valid WWCC, current drivers licence at all times and undergo a Criminal Records Check prior to employment. Subsequently, staff must report any criminal charges or court appearances.

## DESIRABLE

- Ability to speak another language.
- Previous experience in working with victim survivors of Family Violence.
- Experience supervising other workers.

## ABOUT THE NORTHERN SPECIALIST FAMILY VIOLENCE SERVICE

The Northern Specialist Family Violence Service (NSFVS) is the lead provider for the integrated family violence service system in the Northern Metropolitan sub-region. The NSFVS provides support services to victim survivors of family violence and their children inclusive of cis gendered heterosexual women and, their children; this includes people from the Lesbian, Gay, Bisexual, Transgender, Intersex and Queer Community (LGBTIQ+) through a range of specialist family violence programs.

The service aims to support victim survivors and their children to remain safely within their community and maintain a life free of violence while also addressing the emotional and practical needs and issues arising from the violence.

Underpinning the service provided by NSFVS is a commitment to work within an intersectional feminist framework that recognises that gender inequality and the privileging of heterosexual, cis gendered masculinity drives violence against heterosexual, cis gendered women and their children and against people from the LGBTIQ+ communities.

The service acknowledges the social pattern of inequality in which violence and abuse is perpetrated. The service works from a framework that attempts to promote victim survivors' sense of self and encourage their own agency (empowerment). This framework incorporates an understanding of the multi factorial contributors to the experience of family violence by any individual.

This includes contextualising a person within their culture. In our work with Indigenous people we understand that colonisation and the resulting destruction of kinship networks, i.e. the targeted disruption to secure attachments through institutionalisation has resulted in significant transgenerational trauma which continues to impact on the Aboriginal community and influences the perception of the community towards services such as Berry Street.

The service also acknowledges that people from Culturally and Linguistically Diverse (CALD) communities bring experiences from their countries of origin and cultures (including political and religious status) and migration histories that require recognition.

This service acknowledges the power imbalance experienced by people with disabilities when they are dependent on others for their care. This imbalance increases vulnerability to all forms of violent and controlling behaviours.

The service has an appreciation of the negative impact of family violence on the development and well-being of children and adolescents.

The service operates within a collaborative and supportive team environment with a strong focus on partnerships with relevant external organisations.

## KEY ACCOUNTABILITIES AND RESPONSIBILITIES

ACCOUNTABILITY	SPECIFIC RESPONSIBILITIES
<b>Direct Service Delivery</b>	<ul style="list-style-type: none"> <li>• Provide regular and ongoing face to face contact with victim survivors of FV and their children at locations where they are most comfortable and safe.</li> <li>• Coordinate the casework plan from initial contact, assessment, case planning and review through to exit planning.</li> <li>• Undertake comprehensive risk assessment with victim survivors of FV based on their own assessment of their own and their children's safety, the Multi Agency Risk Assessment and Management Framework and your professional judgement as part of the initial contact.</li> <li>• Develop and review comprehensive safety plans with victim survivors of FV and their children.</li> <li>• Provision of advocacy on behalf of victim survivors of FV and their children to promote access to required services.</li> <li>• Provision of intake, secondary consults, building relationships with real estate providers in the Northern region.</li> <li>• Assessment of housing needs, including current housing and support needs, market affordability and sustainability and geographic requirements.</li> <li>• Provision of a case management response (as required) to victim survivors of FV and their children who have or are experiencing family violence and are at high risk, including psycho-social education, advocacy in the statutory and justice systems, support to access other services as required.</li> <li>• Provision of advocacy on behalf of with victim survivors of FV and their children in the statutory and justice systems, support access to required services.</li> <li>• Accessing and working with Centrelink, migration, disability, mental health and drug &amp; alcohol services.</li> <li>• Assess &amp; refer victim survivors of FV for Private Rental Assistance (PRAP).</li> <li>• Provide supervision to the Access &amp; Tenancy Practitioner and secondary consultation to the Specialist Family Violence team.</li> </ul>
<b>Administration</b>	<ul style="list-style-type: none"> <li>• Maintain concise, accurate and legible records, including case notes, completed forms and reports as required according to program guidelines.</li> <li>• Maintain client files in a safe, secure place as per confidentiality policy.</li> <li>• Attend regular team meetings and other forums as required.</li> <li>• Deliver information to the Program Manager Case Work, Counselling, Crisis Response and Community Programs.</li> <li>• Excellent written and oral communication skills (including public speaking, presentations and facilitation skills).</li> </ul>
<b>Program Development</b>	<ul style="list-style-type: none"> <li>• Establish effective working relationship with partner agencies providing services and support to women and children who have experienced family violence as directed by the Program manager.</li> <li>• Participate in local, regional and state-wide meetings or networks to advocate regarding the issues confronting victim survivors of FV and their children who have experienced family violence in consultation with the Program Manager.</li> <li>• Represent the program on relevant committees, groups and networks in consultation with the Program Manager.</li> <li>• In conjunction with other team members (as required) undertake program promotion, presentations and community education and training activities to other relevant groups.</li> <li>• Assist in the development and implementation of new projects as directed</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• Assist and support in over-viewing referrals.</li> <li>• Other duties as required.</li> </ul>



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Young People, Families  
& Their Future.

## INHERENT REQUIREMENTS OF WORK ACTIVITIES / ENVIRONMENT

Following is a table that outlines the main physical and psychological requirements of the position.

Element	Key Activity	Frequency
<b>Work Environment</b>	Manage demanding and changing workloads and competing priorities.	Daily
	Work in a team environment.	Daily
	Work in different geographic locations.	Daily
	Be exposed to all outdoor weather conditions.	Daily
	Work in unstructured environments (e.g. outreach).	Daily
	Work office hours with the possibility of extended hours.	Regular
	Work in an open plan office.	Daily
	Work in buildings which may be two-storey.	Daily
	Sit at a computer or in meetings for extended periods.	Daily
	Work in an environment with competing demands.	Daily
	Present at court and other jurisdictions.	Occasional
<b>People Contact</b>	Liaise with government, non-government and community organisations.	Daily
	Work with clients who may have a physical or sensory disability.	Regular
	Interact with members of the public who may display the full range of emotional expressions, including parents, partners, significant others, family members, advocates, doctors, police.	Daily
	Interact with clients and members of the public who could display verbal or physically challenging behaviour.	Regular
	Facilitate access to specialist, generic and community services.	Daily
	Undertake training and professional development activities.	Regular
<b>Administrative Tasks</b>	Undertake administrative tasks which may include the following: computer work, filing, writing reports, case notes/plans and client records, participating in meetings, concentrating for long periods of time, managing resources and budget and researching and analysing information and data.	Daily
	Use technology including photocopier, telephones including mobiles, fax, overhead projectors, televisions, videos, and electronic whiteboards.	Daily
<b>Transport</b>	Drive vehicles possibly over long distances and in all traffic and weather conditions.	Regular
	Drive vehicles with possible distractions from client behaviour, verbal or physical.	Occasional